



## City of Austin - JOB DESCRIPTION



### Animal Behaviorist

<b>FLSA:</b>	Standard/Exempt	<b>EEO Category:</b>	(20) Professionals
<b>Class Code:</b>	10598	<b>Salary Grade:</b>	JK5
<b>Approved:</b>		<b>Last Revised:</b>	November 04, 2010

#### Purpose:

Provides leadership in procedure development and decision-making related to animal behavior. Provides animal behavior-related information, consultation and/or training to staff, volunteers, adopters and the public. Make recommendations for behavior interventions. Develops safety net programs to reduce animal intake. Develops shelter based programs that will contribute to increases in the number of animals placed or adopted, resulting in live outcomes

#### Duties, Functions and Responsibilities:

Essential duties and functions, pursuant to the Americans with Disabilities Act, may include the following. Other related duties may be assigned.

1. Creates programs to assist sheltered animals that have behavior issues. Consults with supervisors/managers about shelter enrichment activities to improve adoptability, and to treat and prevent behavior problems.
2. Creates programs that reduce shelter intake, increases live outcomes and reports results of activities to meet Shelter goals.
3. Performs animal behavior assessments. Researches, designs, develop and implements behavior assessment protocols.
4. Develops and coordinates the Animal Acclimation Program
5. Provides behavior consultation with adopters and available options for pet owners who are considering surrendering their pet.
6. Reviews, revises and monitors behavior evaluation protocols.
7. Coordinates activities with other staff and with outside agencies
8. Maintains databases and compiles and writes reports of activities
9. Develops behavior related information for dissemination in the community
10. Trains shelter staff and volunteers on animal behavior, animal handling and classifications
11. Conducts public workshops about dog and cat behavior to help reduce the number of animals entering the facility
12. Coordinates training sessions/classes for adopted animals and community at-risk animals

#### Responsibilities - Supervisor and/or Leadership Exercised:

Provides leadership to resolve disputes and mediates complaints at the lowest possible level

#### Knowledge, Skills, and Abilities:

Must possess required knowledge, skills, abilities and experience and be able to explain and demonstrate, with or without reasonable accommodations, that the essential functions of the job can be performed.

Skill in safely handling animals, including those with unknown temperament.

Knowledge of federal, state and local laws pertaining to animals.

Knowledge of laws and standards/practices/procedures pertaining to rabies and animal control.

Knowledge of animal services and related programs.

Skill in effective oral and written communication.

Skill in resolving problems or situations requiring the exercise of good judgment.

Skill in prioritizing work assignments and directing the accomplishment of

Knowledge of applicable processes, techniques and principles

Ability to establish and maintain effective communication and working relationships with City employees, media, animal welfare organizations and the public.

Ability to work with frequent interruptions and changes in priorities

#### Minimum Qualifications:

Graduation from an accredited four year college or university and four (4) years experience in a field related to animal behavior;

A Masters Degree or Certified Applied Animal Behaviorist Certification may substitute for experience up to two (2) years.

#### Licenses and Certifications Required:

Valid Class "C" driver's license.

This description is intended to indicate the kinds of tasks and levels of work difficulty required of the position given this title and shall not be construed as declaring what the specific duties and responsibilities of any particular position shall be. It is not intended to limit or in any way modify the right of management to assign, direct and control the work of employees under supervision. The listing of duties and responsibilities shall not be held to exclude other duties not mentioned that are of similar kind or level of difficulty.

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